



OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

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PERSONNEL AND  
READINESS


MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND  
RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND  
RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER AND  
RESERVE AFFAIRS)

SUBJECT: Separation Program Designator (SPD) Codes

On October 12, 2010, Military Personnel Policy hosted a collaborative SPD workshop with the Service subject matter experts and Defense Finance and Accounting Service (DFAS) to redress deficiencies and inconsistencies in the SPD code matrix disseminated on June 15, 2009. The attached SPD code update is the net result of that effort.

The new matrix offers you greater flexibility in some recoupment decisions. Additionally, we have corrected ambiguous language to ensure even and accurate application of pay benefits during separation actions. Although most changes are administrative in nature, we understand you may require some policy, procedural, and systemic updates as well. Therefore, the effective implementation date of this matrix is January 1, 2011.

For your convenience, the SPD code matrix is published on our website at <http://www.defenselink.mil/prhome/mpp.html> under Military Compensation. The points of contact for this action are Lt Col Paul Kopecki, (703) 693-1068, [paul.kopecki@osd.mil](mailto:paul.kopecki@osd.mil), or Mr. Mike Pachuta, (703) 695-6461, [michael.pachuta@osd.mil](mailto:michael.pachuta@osd.mil).

  
Virginia S. Penrod  
Deputy Under Secretary  
(Military Personnel Policy)

Attachment:  
As stated

cc:  
DFAS